

International Acquisition Career Path Execution



November 24, 2008

-- IAF XXV --

A Message From the IACP Functional Leader Director, International Cooperation



Topics

- Background
- Accomplishments
- Phases and Milestones
- Informing the Defense Acquisition Workforce
- Identifying Positions
- FY2009 Activities
- DAU Topics

Background: USD(AT&L) Memo

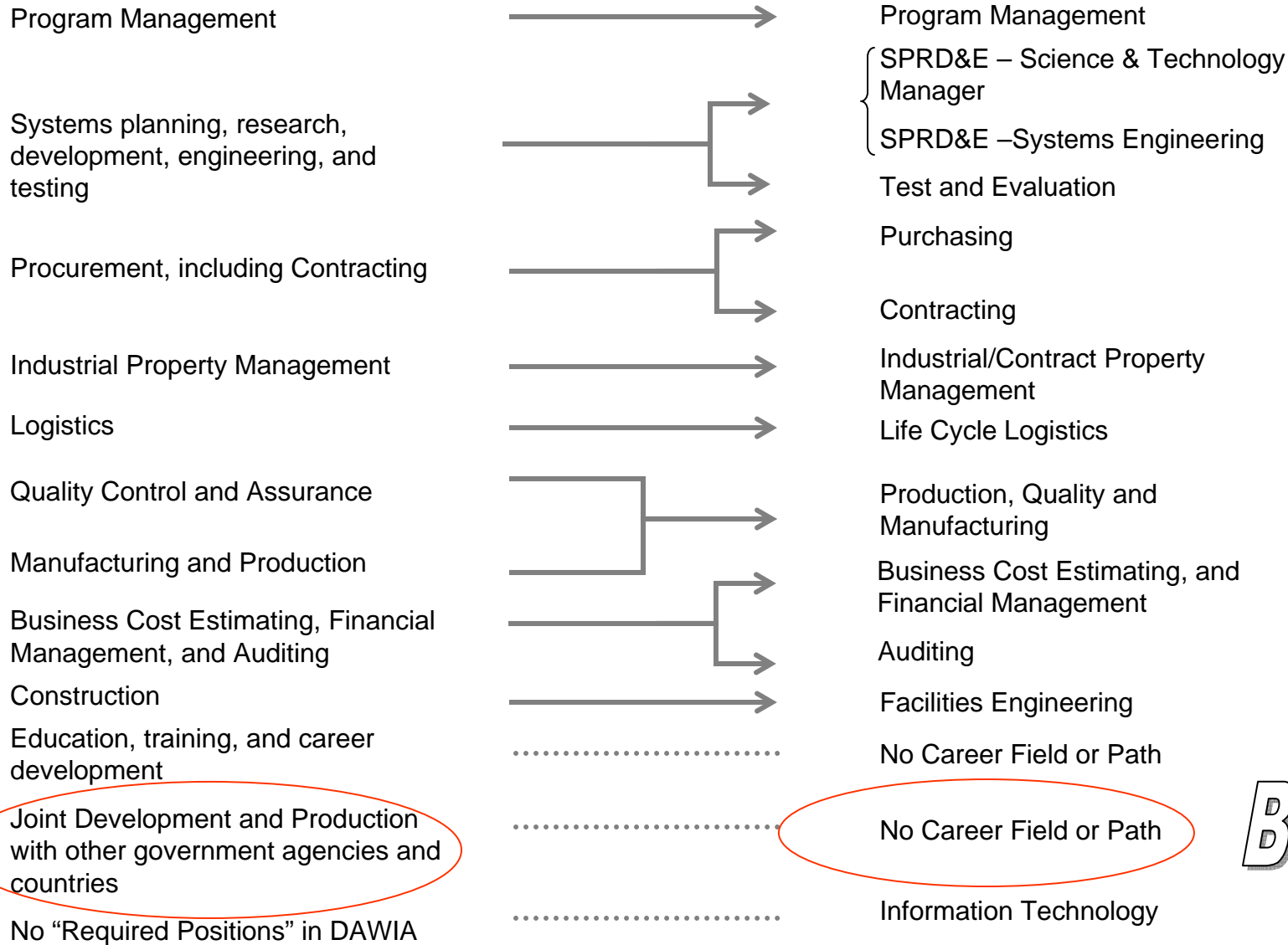
June 22, 2007

- First Goal: Achieve and sustain a high performing, agile and ethical workforce (AT&L *Strategic Goals Implementation Plan* for FY 2007)
- Metric: Develop an international acquisition career path.
- Rationale: Ensure cognizant officials (e.g. Program Managers) are more knowledgeable of various processes and the implications for international programs, through improved training and education, and professional development.

Career Field & Career Path Evolution

Required Positions* - DAWIA 1990

Career Fields & Paths – June 21, 2007



Before

* Title 10, Subtitle A Part II, Chapter 87, Subchapter II, 1721. Designation of Acquisition Positions

Career Field & Career Path Evolution

Required Positions* - DAWIA 1990

Program Management

Joint Development and Production
with other countries

Systems planning, research,
development, engineering, and
testing

Procurement, including Contracting

Industrial Property Management

Logistics

Quality Control and Assurance

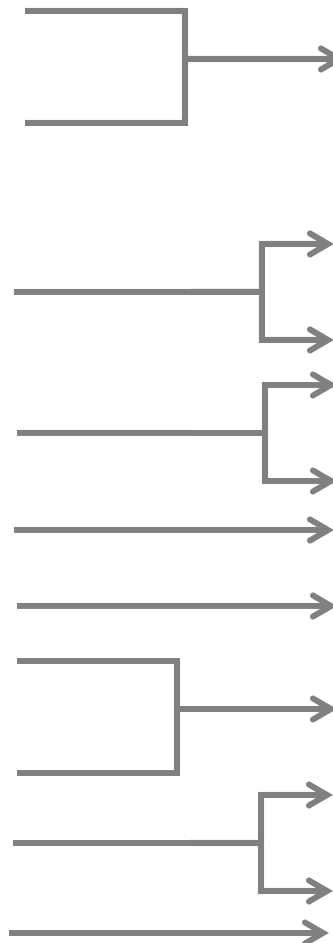
Manufacturing and Production

Business, Cost Estimating, Financial
Management, and Auditing

Construction

Education, training, and career
development

No "Required Positions" in DAWIA



Career Fields & Paths – June 22, 2007

Program Management
International Acquisition
Management Career Path

After

SPRD&E – Program Systems Engineer
SPRD&E – Science & Technology Manager
SPRD&E – Systems Engineering

Test and Evaluation

Purchasing

Contracting

Industrial/Contract Property
Management

Life Cycle Logistics

Production, Quality and
Manufacturing

Business Cost Estimating, and
Financial Management

Auditing

Facilities Engineering

No Career Field

Information Technology

* Title 10, Subtitle A Part II, Chapter 87, Subchapter II, 1721. Designation of Acquisition Positions

Accomplishments

- USD(AT&L) Established Path, June 2007
 - Functional Advisor [Leader] Designated
 - Functional Limited Integrated Process Team Charter Approved
- Terms of Reference Approved
- Working/Advisory Group Established
- DACMs Engaged
- Top-Level Competencies Approved
- Position Category Description Approved
- Criteria for Identifying Positions Approved
- DAU Catalog Published with IACP Included

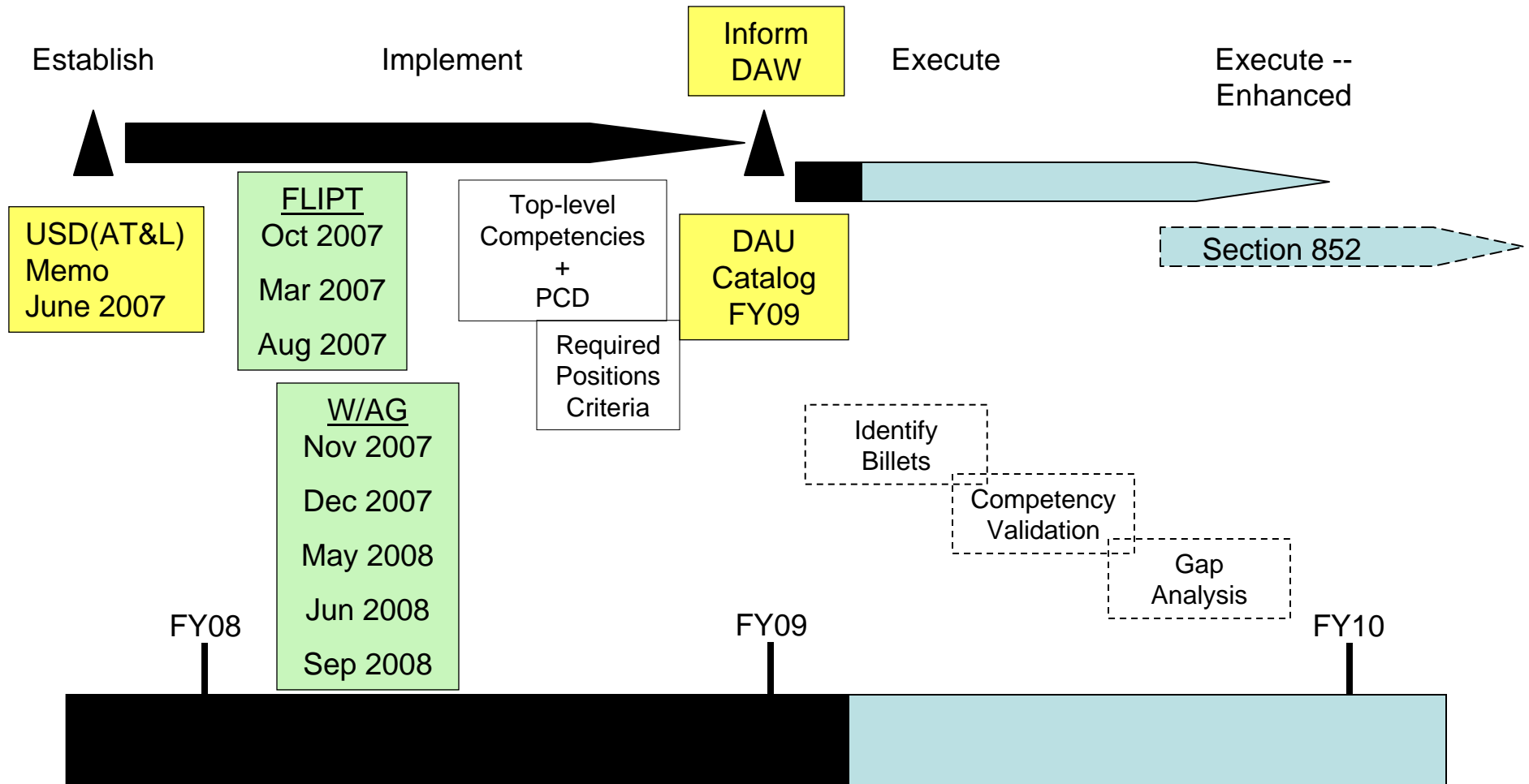
COMPOSITION OF THE FUNCTIONAL LIMITED INTEGRATED PROCESS TEAM

<u>Role</u>	<u>Name & Title</u>	<u>Organization</u>
Chair – Functional Advisor	International Cooperation	OUSD(AT&L)
Executive Secretary	International Cooperation	OUSD(AT&L) / IC / Planning & Analysis
Member - Functional Expert	DASA for Defense Exports and Cooperation	Army
Member - Functional Expert	Executive Director, Navy International Programs Office	Navy
Member - Functional Expert	Director of Policy, SECAF, International Affairs	Air Force
Member - Functional Expert	Acting Director, DTSA	OUSD(Policy)
Member - Functional Expert	Commandant	Defense Institute of Security Assistance Management
Member – Program Director	Director, International Programs	Defense Acquisition University

COMPOSITION OF THE FUNCTIONAL LIMITED INTEGRATED PROCESS TEAM WORKING/ADVISORY GROUP

<u>Role</u>	<u>Name & Title</u>	<u>Organization</u>
Chair – Functional Advisor’s Representative	ODIR, International Cooperation, Planning & Analysis	OUSD(AT&L) / IC / P&A
Executive Secretary	ODIR, International Cooperation, Planning & Analysis	OUSD(AT&L) / IC / P&A (CTR)
Member – Functional Expert	Deputy for Armaments Cooperation, Office of Assistant Secretary of the Army for Defense Exports and Cooperation	Army
Member – Functional Expert	Deputy Director, Technology Security & Cooperative Programs, Navy International Programs Office	Navy
Member – Functional Expert	Chief, Human Capital Development Branch, Office of the Under Secretary of the Air Force, International Affairs	Air Force
Member – Functional Expert	International Security Programs	OUSD(Policy) / Defense Technology Security Administration
Member – Functional Expert	Acquisition Functional Coordinator	Defense Institute of Security Assistance Management
Member – Functional Expert		Missile Defense Agency
Member – Program Director	Director, International Programs	Defense Acquisition University

International Acquisition Career Path Phases and Milestones



Informing the Defense Acquisition Workforce

- Created a website
(See IC website <http://www.acq.osd.mil/ic/>)
- Prepared IACP DAU FY 2009 Catalog Input
- Magazine Articles
 - *DISAM Journal* (Oct 2008)
 - *Defense AT&L* (Jan 2009)
- Letter from Functional Advisor to the Component Acquisition Executives (Oct 9, 2008)
 - Surveys of Billets To Be Completed in Three Months
 - IACP Certification Required Within Two Years of Coding of Billets
- Conduct a “Road Show” at selected sites
 - Washington, D.C. Area (Navy)
 - Huntsville (Army + MDA)
 - Wright-Patterson AFB (Air Force)
- Post online video message from Functional Advisor
(<http://view.dau.mil/dauvideo/view/eventListing.jhtml?eventid=2169>)

Identifying Positions for Position Coding and Career Path Certification Purposes

- Program Management Career Field positions providing support to international acquisition programs and technology projects, where more than 50% of the work is international related.
- An international project/program is characterized by one or more of the following criteria.
 - Designated an international program/project or high-potential future foreign sales program (Foreign Military Sales or Direct Commercial Sales) by the USD(AT&L) or Component Acquisition Executive, or as further delegated.
 - Associated with a Technology Development Strategy or Acquisition Strategy with an international system or cooperative opportunity identified.
 - Associated with an international agreement, upon submission or approval of a Summary Statement of Intent or with international agreement entered into force.
 - Associated with an approved Letter of Offer and Acceptance for purposes of International sale, lease, or logistics support of U.S. major defense equipment.
- Implementation Period: IACP certification required within two years of coding of billet as IACP.

FY2009 Activities

- Survey for billet identification; Conduct competency validation and gap analysis
- Identify Section 852 enhancements to IACP
- Review content, quality and currency of DAU international courses
 - Consider continuous learning needs and resources
 - Make recommendations on modifications, establishment, or disestablishment of mandatory courses
- Inclusion of Security Assistance training
- Define IACPs and training requirements for other Career Fields

(USD(AT&L) *Strategic Goals Implementation Plan V3.0* 2009 - Goal 3.2.2. – Dec 09)